

Privacy Notice

For: Business Partners, Contractors, Employee and Service Providers

1. Purpose

Thai Wacoal Public Company Limited recognizes the importance of protecting your personal data in your status as a business partner, contractor, employee and service provider of the company. To ensure that you receive the protection of your personal data in accordance with the Personal Data Protection Law.

Therefore, the company determines this Privacy Policy for business partner, contractor, employee and service provider to inform you of the purposes for collection, usage or disclosure personal data, the lawful basis for processing, the preserved period of personal data as well as to inform your rights as a data subject and the contact information for the company.

2. Types and Categories of Personal Data Collection, Usage or Disclosure

The company collects personal data that can identify such a person either directly or indirectly, but excluding data of a deceased person. The personal data is collected by the company includes the following:

2.1 General Personal Data: Such as name, surname, address, phone number, email, date of birth, a copy of identification card, signature, identification photographs, vehicle information (e.g., car brand, license plate), work permit, a copy of passport (for foreign nationals)

2.2 Business Partner Information: Such as contact information for commercial purposes, commercial contracts, commercial satisfaction assessments, trade procedures, trade history that you have submitted, your information that the company obtains from others, information regarding commercial licenses, information regarding travel for commercial purposes or related to commerce, data obtained from CCTV cameras, data from the company's communication systems or information systems usage, commercial licenses, government certificates/permits related to contracted work, a copy of bank accounts, taxpayer identification numbers, measurement, cup/size, opinions

2.3 Sensitive Personal Data: Such as health information, the result of the criminal record

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3. Purpose and Lawful Basis for the Collection, Usage or Disclosure of Personal Data

Purpose	Lawful Basis for the Collection, Usage or Disclosure of Personal Data
<ul style="list-style-type: none"> • For the purpose of executing legal documents and contracts. • For the purpose of contract manufacturing or product repair. • For the purpose of processing payments. • For use as supporting information in the corporate income tax filing. • For the purpose of communication and coordination. • For the purpose of executing a registration of business partner, contractor, employee and service provider. 	<ul style="list-style-type: none"> • To perform under the contract that you (or the company you represent) are a party with the company. • To perform the company's obligations under applicable laws, including compliance with court orders. • The legitimate interests of the company or those of other individuals or legal entities except the company.

4. Changes to the Purpose of Collection, Usage or Disclosure Personal Data

The company will use your personal data only for the purposes that was collected, used or disclosed. In case the company necessarily collect, use or disclosure your personal data for purposes other than originally stated, the company will inform you and explain the relevant lawful basis.

5. Collection of Personal Data

The company collects your personal data through the selection management system and the procurement process and including in cases you provide the data by yourself or through procurement service providers. The company may also collect your personal data from former business partners or other related entities.

6. Personal Data Security Measures

The company has implemented security measures for your personal data in accordance with legal standards to prevent the collected personal data from being lost, accessed, disclosed, modified, or altered without authorization or unlawfully.

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Furthermore, access to your personal data is strictly limited. The company will grant access only to individuals who need to access personal data. In case third parties process your personal data, such processing will be performed strictly in accordance with the company's instructions and as stipulated in the Data Processing Agreement between the data controller and the data processor only.

7. Preservation Period of Personal Data

The company will necessarily preserve your personal data throughout the purpose that was collection, usage or disclosure, used, or disclosed, as well as to comply with legal requirements. The preservation period will be determined by the company.

In the event that you cease to be a business partner, contractor, employee and service provider of the company, the company will preserve or destroy your personal data in accordance with the law or as determined by the company.

8. Rights of the Data Subject

Data subjects is entitled concerned about personal data under criteria, procedures and condition prescribed by the Personal Data Protection Law, as follows:

8.1 Right to Withdraw Consent

Data subject is entitled to withdraw your consent previously given to the company at any time.

8.2 Right of Access

Data subject is entitled to request the company to access your personal data and to provide you a duplication of yours. In addition, you are entitled to request disclosure of your personal data acquisition that had not given your consented to the data collection.

8.3 Right to Rectification

Data subject is entitled to request the correction of inaccurate or outdated data and to have incomplete data completed.

8.4 Right to Erasure or Destruction

Data subject is entitled to request to erase or destroy your personal data under certain circumstances.

8.5 Right to Restriction of Processing

Data subject is entitled to request to restrain of usage your personal data under certain circumstances.

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8.6 Right to Data Portability

Data subject is entitled to receive your personal data which has been commonly used and machine-readable format, and to request the company to transfer such data to other data controllers or you under certain circumstances.

8.7 Right to Object

Data subject is entitled to object to the processing of your personal data under certain circumstances.

Data subjects may exercise the rights by the channels specified by the company. However, the company may reject such requests if there is a reasonable cause that does not contrary the law. In addition, data subject is entitled to file a complaint with the relevant authority in the event that the company or the data processor violate the Personal Data Protection Act B.E. 2562 (2019) or other regulations issued under the Act.

9. Contact Information

If you have any questions about the collection, usage or disclosure of your personal data, you can contact the Data Protection Officer or the personal data staff via the following contacts:

Thai Wacoal Public Company Limited (Head office)

Address: 132 Soi Charoenrat 7, Bangklo, Bangkholaem, Bangkok 10120, Thailand

Telephone: 02-289-3100 ext. 226

Email Address: dpo@wacoal.co.th

This Privacy Policy is effective from July 1, 2025, onward.

Boondee Amnuayskul

(Mr.Boondee Amnuayskul)

Chief Executive Officer and Managing Director